

Job Description	
Title	Preventive Care Nurse
Location	Kingston, ON
Reports to	Manager, Clinic
Position Type	Full-Time, Permanent (35 hours/week)
Salary	\$46,828.60 – 55,091.40 Annual (\$25.73 – \$30.27 per hour)

Position Summary

As a member of the multi-disciplinary primary health care team, the Preventive Care Nurse (PCN) works alongside primary care providers to promote access to key population health interventions and care pertaining to cancer screening and chronic disease prevention. The Preventive Care Nurse will provide community-based care and employ a series of interventions for health education. They will participate in the development, implementation, monitoring and evaluation of programs and services for individuals affected by cancer and other chronic illnesses. The Community Health Nurse will work to encourage uptake in preventative health measures and promote skills/knowledge to enhance resiliency with clients from a wide variety of backgrounds. This will include but not limited to health coaching, preventive care planning and connections to local preventive programs and services to support goals. The PCN will foster a collaborative approach to community-based care to identify and support health risk factors in the community by promoting and utilizing opportunities to increase awareness, skills, and knowledge within the community and with KCHC's patient base.

Key Responsibilities	Detailed Responsibilities
Client Care & Navigation	<ul style="list-style-type: none"> • Provide client-centered screening, consultation, assessment and follow up through trauma informed care including recognizing the social determinants of health and associated health risks. • Develop wholistic health prevention care plans and refer to internal and external service providers to support clients in meeting their health and wellness goals. • Assist with phone triage • Perform intake assessments, referrals, case management and follow-up. • Collaborate with clients to assess goals and modify care. • Provide health education and care to clients in consultation with providers. • Connect clients to community resources to help address unmet social health needs (e.g. housing, income security, food security, transportation, literacy, and social isolation). • Consult with other team members when needed to ensure safe care. • Be a leader and resource for internal stakeholders surrounding cancer screening and preventive care methods associated to health risks. • Assist in development of and follow medical directives as appropriate. • Ensure infection control and occupational health and safety standards are followed in practice. • Provide care in various settings such as clinic, rural community partners, mobile unit (PORCH), virtual care, and home visits as appropriate.

<p>Quality Improvement & Program Facilitation</p>	<ul style="list-style-type: none"> • Develop training and resources on health prevention initiatives including cancer screening, chronic disease prevention, and lung health. • Deliver training to providers on incorporating health prevention into their daily practice and the use of related resources, such as health prevention care plans. • Work collaboratively with community partners to deliver health prevention programs and related initiatives. • Act as a key point of contact for external partners regarding upstream health prevention strategies. • Contribute to and support quality improvement initiatives in development of effective models of care. • Work collaboratively with providers and health educators to offer culturally safe care and education sessions in both an individual and group model. • Collaborate with stakeholders and community agencies to support a successful and seamless client experience and quality care through case management and coordination. • Assist in the development of system-based efficiencies to improve the client experience and reduce unnecessary visits to hospital.
<p>Administrative Duties</p>	<ul style="list-style-type: none"> • Document all individual encounters in EMR. • Participate in chart reviews and case conferences. • Participate in meetings and other administrative activities which support the overall functioning of the team. • Develop and implement systems to ensure adequate follow up of vulnerable clients. • Maintain other records and data as required. • Follow respective College of Ontario Guidelines for documentation of care and interventions.

Organizational Responsibilities

- Complies with all relevant legislation and KCHC policies, including privacy laws
- Commits to acquiring an understanding of the importance of trauma responsiveness and the impact of Adverse Childhood Experiences (ACEs)
- Commits to demonstrating an ongoing commitment to Equity, Diversity, Inclusion, Indigenization and Accessibility (EDIIA) by representing the diverse nature of our communities, promoting and practicing inclusion
- Supports consistent application and development of KCHC policies and procedures
- Supports KCHC’s student and volunteer placement programs
- Promotes awareness of and participation in KCHC activities
- Demonstrated commitment to continuous learning and quality improvement
- On occasion, perform other temporary duties as required

Basic Education and Experience Requirements

- Registered Practical Nurse, in good standing with the College of Nurses of Ontario
- Three to five years’ experience in a community care or primary care setting; or a combination of community, hospital or public health settings.
- Experience supporting vulnerable and diverse populations and clients, both one-on-one and in group settings.
- Understanding and knowledge of social determinants of health and health equity.

Knowledge Skills and Abilities

- Three plus years of relevant experience in health navigation, education and or promotion an asset
- Experience in program development, implementation, monitoring and evaluation, an asset



- Experience working in PS Suites EMR, an asset
- Strong clinical assessment skills.
- Experience working with Indigenous communities and familiarity with traditional Indigenous approaches to healthcare an asset.
- Demonstrated knowledge and skills in health education tailored to preventative care.
- Excellent oral and written communication skills.
- Excellent interpersonal skills with ability to engage marginalized clients, and a commitment to being a “team player.”
- Demonstrated ability to attend work on a regular basis and ability to meet the physical demands of the position.
- Proficiency in the use of computers and relevant software applications (Microsoft Office), including Electronic Medical Record software (PS Suite preferred).
- Awareness of, and ability to support, provincial and federal privacy regulations.
- Experience in program development, implementation, monitoring and evaluation.
- Ability to work independently.
- Ability to communicate in other languages such as French is an asset.

Competencies

Organizational Competencies: Accountability, Client Focus, Collaboration, Continuous Learning

Position Competencies: Attention to Detail, Communication, Knowledge/Professional/Technical Expertise, Negotiation, Problem Solving, Teamwork, Time Management

Other Requirements

- Current and satisfactory Criminal and Vulnerable Persons Check.
- Reliable access to a vehicle in order to reach individuals in the community and in their homes.
- Valid Driver’s Licence, Driver’s Abstract and proof of vehicle liability insurance as this is a requirement under KCHC’s insurance provider (HIROC)
- Current Immunizations
- Ability to work after hours as required.

Application Instructions

- Please include a cover letter clearly outlining how your skills and experiences correspond with the specific job qualifications along with your resume.
- Save all documents as a single PDF file using your own name (Last, First).
- Email to hr@kchc.ca citing reference “2024-44-KCHC” in the subject line.
- Applications must be submitted to Human Resources by **Date, September 12, 2024**

As a registered professional, to abide by and be accountable to the ethics and standards set out by the relevant regulatory body of the profession.

All KCHC staff have a duty to understand and follow KCHC policies, uphold high ethical and professional standards, and maintain confidentiality and privacy, using tact and good judgment in all dealings with other staff and clients.

KCHC is an equal opportunity employer, respecting and embracing the needs and diversity of our employees. If you require an accommodation to fully participate in the hiring process, please notify Human Resources.

KCHC is a proud Living Wage employer!

**Kingston Community Health Centres, 263 Weller Ave. Kingston ON, K7K 2V4
www.KCHC.ca**